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Main Provisions of Minimum Wage Laws in the United States

SUBSTANTIVE FEATURES

State	Industries Covered	Employees Covered	Principle of Wage Determination	Exceptions for Defectives	Exceptions for Learners	Penalty 1. For Violation. 2. For Discrimination[1]	Appropriation
California C. 324, Laws 1913. In effect, August 10, 1913.	All.	Women, and minors under 18.	"Necessary cost of proper living and to maintain the health and welfare".	Special license, women only, renewable semi-annually.	None.	1. Minimum, $50, imprisonment for 30 days, or both; (and employee may sue for wage balance). Applies to wage rulings only.) 2. A misdemeanor.	$15,000 annually.
Colorado C. 110, Laws 1913. In effect, August 12, 1913.	Mercantile, manufacturing, laundry, hotel, restaurant, telephone or telegraph.	Same as California.	"Necessary cost of living, maintain them in health, and supply the necessary comforts of life" and "financial condition of the business".	Special license, women only.	None.	1. Maximum, $100, imprisonment for 3 months, or both; (and employee may sue for wage balance). 2. For each offense, $25.	$5,000 annually.
Massachusetts C. 706, Laws 1912. In effect, July 1, 1913. Am'd Ch. 330, 672, L. 1913. In effect, Mar. 21, July 1, 1913.	All.	Same as California.	"Necessary cost of living and to maintain the worker in health" and "financial condition of the business".	Same as Colorado.	Special rates for learners and apprentices.	1. Commission may publish name in newspapers ($100 for newspapers refusing to publish). 2. For each offense, $200-$1,000.	$7,000 for 1913.
Minnesota C. 547, Laws 1913. In effect, June 26 1913.	All.	Women, and minors under 21.	"Wages sufficient to maintain the worker in health and supply him with the necessary comforts and conditions of reasonable life"	Special license, women only, limited to 10 per cent of employees in any establishment.	Same as Massachusetts.	1, 2. For each offense, $10-$50, or imprisonment for 10 to 60 days; (and employee may sue for wage balance).	$5,000 annually.
Nebraska C. 211, Laws 1913. In effect, July 17, 1913.	All.	Same as California.	Same as Massachusetts ("occupation" instead of "business").	Same as Colorado.	Same as Massachusetts.	1. Commission must publish names in newspapers ($100 for newspapers refusing to publish). 2. For each offense, $25.	None.
Oregon C. 62, Laws 1913. In effect, June 2, 1913.	All.	Same as California.	"Necessary cost of living and to maintain the workers in health".	Same as Colorado.	Same as Massachusetts.	1. $25-$100, imprisonment 10 days to 3 months, or both; (and employee may sue for wage balance). 2. $25-$100.	$3,500 annually.
Utah C. 63, Laws 1913. In effect, May 13, 1913.	All.	"Females".	Experienced adults, $1.25 a day, fixed by act.	None.	Females under 18, 75 cents a day; adult learners and apprentices 90 cents a day, fixed by act.	1. A misdemeanor.	No special provision.
Washington C. 174, Laws 1913. In effect, June 13, 1913.	All.	Same as California.	Same as Oregon.	Same as Colorado.	Special license, with time limit fixed by commission.	1. $25-$100; (and employee may sue for wage balance). 2. For each offense, $25-$100.	$5,000 annually.
Wisconsin C. 712, Laws 1913. In effect, August 1, 1913.	All.	Women, and minors.	"A wage sufficient to maintain himself or herself under conditions consistent with his or her welfare".	Special license, women and minors.	Minors in a "trade industry" must be indentured.	1. For each offense, $10-$100. 2. For For each offense, $25.	General for Industrial Commission.

ADMINISTRATION

CHIEF ADMINISTRATIVE BODY

Name	Personnel	Appointment and Compensation	Investigation: Initiation 1. Original Inquiry 2. Rehearings	Investigation: Powers	Authority 1. To Determine 2. To Enforce	Court Review 1. Court. 2. Grounds for Setting Aside Ruling.
Industrial Welfare Commission.	5 persons, 1 a woman. (May engage secretary and necessary assistants.)	By governor, for 4 years. $10 a day and expenses.	1. By commission, or upon petition. 2. By commission, or upon petition of employers or employees.	Subpoena witnesses, administer oaths, examine books, enter premises.	1. Minimum wages, maximum hours, and conditions of labor.[2] 2. Wage rulings, upon complaint.	1. Superior court, on questions of law only. 2. If procured by fraud or if the commission acted outside its powers.
State Wage Board.	3 persons: 1 labor representative, 1 employer, 1 woman. (May engage secretary.)	By governor, for 2 years. Expenses up to $1,300 annually; secretary, $1,200 annually.	1. By commission. 2. None provided.	Subpoena witnesses, administer oaths, examine books.	1. Minimum wages.	1. District court on questions of law only. 2. If unlawful or unreasonable.
Minimum Wage Commission.	3 persons, 1 a woman. (May engage secretary.)	By governor, for 3 years. $10 a day and expenses.	1. Same as Colorado. 2. Upon petition of employers or employees.	Same as Colorado.	1. Same as Colorado. 2. Its rulings (see "Penalty").	1. Supreme judicial court, or superior court. 2. If compliance would prevent a "reasonable profit".
Minimum Wage Commission.	3 persons: commissioner of labor, 1 employer of women, 1 woman secretary.	Same as Colorado. Expenses; secretary, $1,800 annually.	1. By commission, or at request of 100 employees. 2. By commission, or at request of ¼ of the employers or employees in an occupation.	Same as Colorado.	1. Same as Colorado. 2. The act.	None provided.
Minimum Wage Commission.	4 persons: governor, deputy commissioner of labor, professor of political science in state university, 1 citizen of state (1 a woman).	Same as Colorado. Expenses.	1. Same as Colorado. 2. Same as Massachusetts.	Same as Colorado.	1. Same as Colorado. 2. Same as Massachusetts.	1. District court. 2. If compliance "is likely to endanger the prosperity of the business".
Industrial Welfare Commission.	3 persons: 1 representative of employing class, 1 of employed class, 1 of public. (May engage secretary.)	Same as Massachusetts. Expenses.	1. Same as Colorado. 2. None provided.	Same as Colorado.	1. Same as California. 2. All rulings.	1. Circuit court, on questions of law only.
Commissioner of Immigration, Labor and Statistics.		By governor, with consent of senate, for 2 years. $1,800 and $500 expenses, annually.			1. None. 2. Same as Minnesota.	None.
Industrial Welfare Commission.	5 persons: commissioner of labor, 4 disinterested citizens. (May engage secretary.)	Same as California. Expenses.	1. Same as Colorado. 2. Same as Massachusetts.	Same as Colorado.	1. Minimum wages and conditions of labor. 2. Same as California.	1. Superior court, on questions of law only.
Industrial Commission.	3 persons. (May engage assistants.)	By governor, with consent of senate, for 6 years. $5,000 annually, and expenses.	1. By commission, or upon complaint. 2. No special provisions.	Same as California.	1. Minimum wages, maximum hours (C. 381, L. 1913), and conditions of labor (C. 485, L. 1911). 2. Wage rulings, upon complaint, other rulings directly.	1. Circuit court, on questions of law only. 2. If unlawful or unreasonable.

SUBORDINATE BODY[3]

Name	Personnel	Appointment and Compensation	State
Wage board.	Equal number representatives of employers and employees, and a representative of the commission.	By commission's rules (optional). $5 a day and expenses.	**California**
None.			**Colorado**
Wage board.	At least 6 representatives of employers, 6 of employees, and one or more representatives of public.	By commission's rules (only in case of women, then mandatory). Same rate as jurors.	**Massachusetts**
Advisory board.	3-10 representatives of employers, equal number of employees, and 1 or more representatives of public; at least 1/3 women.	By commission's rules, election when practicable; (optional). None.	**Minnesota**
Wage board.	At least 3 representatives of employers, 3 of employees, and the 3 appointed members of the commission.	By commission (only in case of women, then mandatory). Same as jurors in district court.	**Nebraska**
Conference.	Not more than 3 representatives of employers, 3 of employees, 3 of public and 1 or more commissioners.	By commission (only in case of women, then optional). None.	**Oregon**
None.			**Utah**
Conference.	Equal number of representatives of employers and employees, and 1 or more representatives of public.	By commission's rules (only in case of women, then optional). None.	**Washington**
Advisory wage board.	"So as fairly to represent employers, employees and the public".	By commission (mandatory). None.	**Wisconsin**

[1] The penalty for discrimination is for the employer who "discharges or in any way discriminates against any employee because such employee has testified, or is about to testify, or because the employer believes that the employee may testify, in any investigation or proceeding" relative to the enforcement of the act.
[2] In all cases the functions of the subordinate body are advisory only, its operations are confined to the industry in question, and its rules of procedure are determined by the commission.
[3] The California law is the only one which forbids the commission to act as a board of arbitration during a strike or lockout.

Table prepared for the **American Association for Labor Legislation, 131 East 23rd Street, New York City.**